

**CITY OF MONROVIA
GENERAL EMPLOYEE – BENEFITS SUMMARY**

RETIREMENT – PERS

- 2.7% @ 55 formula
- Single highest year calculation
- 4th Level Survivor Benefit
- 2% COLA
- Unused sick leave may be converted to service credit

MEDICAL INSURANCE

- Monrovia Multiple Choice Plan
- Cafeteria Benefit allowance of \$400.25/month
- Cafeteria monies may be taken as taxable income

DENTAL INSURANCE

- Delta Dental DPO and PMI Plans are available
- City contribution is \$41.19/month (single party DPO rate)

VISION INSURANCE

- City contribution \$12.42 for employee only coverage. Dependents may be covered at employee's expense

LONG TERM DISABILITY

- City-paid benefit
- 60% of base salary for 2 years if not fully disabled; to age 65 if fully disabled
- 30 day elimination period

SICK LEAVE

- Accrued at 8 hours per month
- Maximum accrual of 960 hours
- Additional 240 hours may be accrued for conversion to PERS service credit

VACATION

<u>Years of Service</u>	<u>Hours/Yr</u>	<u>Max Accrual</u>
1 - 6	80 hours	160 hours
7 - 14	120 hours	240 hours
15 +	160 hours	320 hours

HOLIDAYS – 12 Days

New Year's Eve
New Year's Day
Martin Luther King, Jr's Birthday
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Eve
Christmas Day

DEFERRED COMPENSATION

Income may be deferred on a pre-tax basis through plans with PERS and Nationwide 457 Plans

TUITION REIMBURSEMENT

Tuition reimbursement is available upon completion of probationary period. Tuition is reimbursed based on California State University rates. Additional \$50 reimbursed for cost of books.

EMPLOYEE ASSISTANCE PROGRAM

EAP services designed to help manage life's challenges are available through Managed Health Network (MHN)

BILINGUAL PAY

Bilingual pay stipend of \$75 per month is available to those who regularly utilize a second language and/or sign language during employment

COMPUTER LOAN PROGRAM

Up to \$2,000 interest free loans available with payroll deduction